

Health Care Apprenticeship Consortium (HCAC) & SEIU 1199NW Training Fund



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THE TRAINING FUND IMPACT



Imagine

Equity in access to healthcare education

Caregivers who **reflect** the populations that they serve

An abundance of skilled caregivers **thriving** in their place of employment



Apprenticeship Programs

CURRENT		NEW (Fall 2022)	
Medical Assistant (MA-C)	1 Yr MA-R 6 Mo	Behavioral Health Technician (BH Tech)	1 Yr
Central Sterile Processing Technician (CSPT)	1 Yr	Peer Counselor	1 Yr
Pharmacy Technician (CPhT)	1 Yr CPhT 6 Mo	Substance Use Disorder Professional (SUDP)	2 Yr

Note 1: Approximately 200 apprentices so far

Note 2: Does not include pre-apprenticeship

Healthcare Apprenticeships: Why

Employer Benefits

- Higher **ROI** - long-term savings from higher retention rates of both apprentices and their mentors
- Reduced **overtime** and increased **quality** 
- Increased **employee loyalty** and **retention rates**
- Supports **EDI goals** & **diversifies** workforce

Apprenticeships: How

Program Structure:

On-the-Job Training (OJT) with Mentor

+

Related Supplemental Instruction (RSI)

- HCAC RSI partnership with CTCs
- Mentor training
- Live virtual classroom & in person labs (as applicable)
- OJT Plan & App to track competencies



Rouxbe LMS

Healthcare Apprenticeship: PeaceHealth Model

- 60 Medical Assistant apprentices per year at 7 locations
 - Pod site locations
 - Live virtual instruction
- Two full cohorts + two ½ cohorts per year
- Four sites administer all the apprentices
- Four ½ time clinical educators (CE): we also fund a CE as lab instructors 6 days per cohort
- 100% pass rate
- 90+% two year retention rate

Healthcare Apprenticeship: Challenges

- Employer participation
 - Capacity issues
 - Eating healthy & exercising
 - Implementation support needed
- Higher education credentialing and articulations
 - Different perspectives on funding (apprenticeship community compared to colleges)
 - Accreditation concerns making stack ability difficult
- Instructors needed
- Funding for small but needed essential medical occupations
- Behavioral Health only: apprentice recruitment
- K-12 Summer apprenticeship healthcare – example Pharm Tech



Thank You!



**Your support changes lives, helps patients
& builds our community**

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